

Peter Fraser-Hopewell
Consultant Partner
UK



Peter has been in leadership positions, and responsible for developing leadership skills in others, for over 40 years. Initially in the Army, including in four major conflict areas, and command of a SAS Regiment. Then, on leaving the Army, for 10 years within a multi national business, as Head of Group Security, operating at the senior corporate level reporting direct to the CEO and board. He has utilised this experience to develop his own skills and views on what leadership is about; putting this into practice often in situations where the consequence of failure, military and business, was severe. His own leadership qualities have been recognised 5 times in the Armed Forces Operational Awards list.

Peter looks to work with senior executives to develop leadership skills for their organisation which reflect their business model and their strategic, operational and tactical objectives. Key is challenging senior executives to identify the values and principles of the organisation their goals and objectives, at the strategic level, then developing a coherent plan at the operational level to deliver business success. Part of this process is identifying critical areas which could impact on delivering the business objectives and planning how to manage, and lead. He believes a vital area is leadership at the operational level, the link between Strategic Vision and tactical delivery, ensuring the CEOs and senior executives direction becomes a reality. An important part of this process, and specific area of expertise, is how to react during a crisis should one occur - planning and training for an event, however unlikely, and the role of the leader.

Leadership can be developed to maximise the effort so it is a motivated and dynamic team that delivers results rather than the action of one person. Peter's approach is initially to work closely with the CEO and senior executives to identify what the organisation wants to achieve, its mission and purpose. He is very much a pragmatic deliverer recognising that whilst leadership is very much a personal thing it has to reflect reality - what the business situation is and what the organisations goals and objectives are.